



ANNUAL REPORT 2022

Resource Opportunities Centre

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RESOURCE
OPPORTUNITIES
CENTRE

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OUR COMMUNITY

Our Vision

To encourage & promote a welcoming, innovative, and thriving community.

Our Mission

The ROC is an organization dedicated to sustainability and community development through the delivery of diverse recreational, educational, cultural, social, and technology-related opportunities.

Our Values

Accountability

We are accountable to our membership, the citizens from Goodwood to West Dover; our funding partners; and our stakeholders.

Sustainability

Sustainability is key to keep our organization healthy and active, enabling us to deliver on our vision & mission.

Partnerships

We believe in community over competition; there is strength and innovation in partnerships.

Sharing information freely

We believe community development and collaboration starts with sharing information.

Community identity

We believe in honoring and celebrating community identity in our diverse service area.

Quality of life

We believe an enhanced quality of life for our community comes from a holistic view of health that supports physical and mental wellbeing through lifelong learning, social connection and opportunities for employment.

Volunteerism

We rely on volunteers in every aspect of our organization and value the time, talent, and passion volunteers contribute to achieving of our vision and mission.

BOARD MEMBERS

ACTING CHAIR Sara Allain	Term Commenced: Dec 2021 Term due to be completed: June 2022
TREASURER Brad Knight	Term Commenced: June 2018 Term due to be completed: June 2022
SECRETARY Marly MacDonald	Term Commenced: Jan 2022 Term due to be completed: June 2022
DIRECTOR Derek Minney	Term Commenced: Dec 2021 Term due to be completed: June 2022

Past Board Members

DIRECTOR Nicole Slaunwhite	Term Commenced: June 2019 Resigned: May 2022
DIRECTOR Rob Gilbert	Term Commenced: June 2017 Resigned: January 2022
DIRECTOR Al Goodyer	Term Commenced: June 2019 Resigned: 2021
DIRECTOR Coralee Carter	Term Commenced: June 2019 Resigned: 2021
DIRECTOR Lisa Ferguson	Term Commenced: June 2019 Resigned: 2021
DIRECTOR John Whitlam	Term Commenced: June 2019 Resigned: 2020
DIRECTOR Peggy Gilbert	Term Commenced: June 2019 Resigned: 2020
DIRECTOR Art Gilbert	Term Commenced: June 2018 Resigned: 2020
DIRECTOR Bill Aasvagen	Term Commenced: June 2019 Resigned: 2019

ANNUAL GENERAL MEETING AGENDA

Order	Agenda Item	Description	Responsibility
1.	Call to Order	- Welcome and Introductions	Chair
2.	Roll Call	- Determine if there is quorum.	Secretary
3.	Approval of the Agenda	- Request if there are additions/revisions to the agenda. - Motion to accept the Agenda - Disclosure of conflicts of interests	Chair
4.	Approval of minutes from the 2019 AGM		Chair
5.	Board and Staff Reports	1. Chairs Report 2. Operations and Finance Manager Report 3. Programs and Events Manager Report	Sara Allain Amy Hockin Jessica McCarron
6.	Financial Report	- Review of the Financial Reports 2019-2021	Treasurer
7	Special orders	- Election of Directors	Chair
10.	Announcements	- Meeting of the Directors	Chair
11.	Adjournment		Chair

2019 AGM MINUTES

ANNUAL GENERAL MEETING
 RESOURCE OPPORTUNITIES CENTRE
 JUNE 10, 2019
 6:30 PM - PROSPECT ROAD COMMUNITY CENTRE

Note: These minutes are considered draft until ratified at the next general meeting of the society.

1. Welcome and Call to Order:

Chair Al Goodyer called the meeting to order at 6:32 PM. The following individuals signed the attendance sheet, indicating quorum was met, and the meeting proceeded:

Al Goodyer, Prospect; John Whitlam, Brookside; Coralee Carter, Hatchet Lake; Bill Aasvanger, White's Lake; Rob Gilbert, East Dover; Art Gilbert, White's Lake; Peg Gilbert, White's Lake; Bradley Knight, Prospect Bay; Amy Hockin, Prospect Village; Shirley Jollimore, Hatchet Lake; Lisa Ferguson, Prospect Bay; David Thomas, Terence Bay; Jessica Morrissey, Hatchet Lake; and Lucy Sharratt, Terence Bay.

2. Approval of Minutes 2018 AGM

Moved by John Whitlam, seconded by Brad Knight (both present at 2018 AGM).
Motion carried.

3. ROC Staff Reports:

- a. **Report from Executive Director (attachment 1).** Shirley Jollimore filed the report. Motion to accept the report as submitted from John Whitlam, seconded by Lisa Ferguson. **Motion carried.**
- b. **Report from Facility Maintenance Manager (attachment 2).** David Thomas filed the report. Motion to accept the report as submitted from Lisa Ferguson, seconded by Art Gilbert.
- c. **Report from Finance and Operations Manager: Operations Report (attachment 3).** Amy Hockin filed this report. Motion to accept the report as submitted from Art Gilbert, seconded by Lisa Ferguson. **Motion carried.**
- d. **Report from Programs and Events Manager (attachment 4).** Jessica Morrissey filed this report. Motion to accept the report as submitted from John Whitlam, seconded Lisa Ferguson. **Motion carried.**

4. **Report from the Treasurer:** Bradley Knight reviewed the financial statements from 2018-19 with support from Amy Hockin. These reports were reviewed on screen with the attendees, and copies will be signed and forwarded to Registry of Joint Stocks per regulation. Noted that these are the financials that were submitted to HRM as part of the year-end process requirements. Motion to accept the Financial Report as submitted from Art Gilbert, seconded by Coralee Carter. **Motion carried.**

5. **Strategic Plan:** Executive Director Shirley Jollimore provided updated copies of the strategic plan noting that all pieces had been completed as far as they can be taken for now, and the ROC is due to begin the planning process again. At an earlier business meeting, the Board of Directors requested the support of HRM Community Developer Bronwyn Mackinnon, who assisted with the creation of the current plan,

and she will be contacted to begin the process in September. There may be some prework required on the part of the Board over the summer; this information will be shared as soon as it is available. A copy of the updated plan will be posted on the ROC website. Motion to accept the report on the Strategic Plan from John Whitlam, seconded by Lisa Ferguson. **Motion carried.**

6. Board Elections 2019-2020:

Elections for Board of Director positions were presided over by Executive Director Shirley Jollimore. All officers of the Board officially resigned at the AGM, per the ROC bylaws.

The ROC board has the capacity for a maximum of 15 board members. Six directors have expired terms as of today, but all willing to re-offer. One application was received in advance of the meeting from Bill Aasvanger, who was present for the elections. After three calls for nominations from the floor, no further candidates were identified.

Al Goodyer: moved by Rob, seconded by Coralee that Al Goodyer be elected as Director. **Motion carried.**

Lisa Ferguson: moved by Al, seconded by Rob that Lisa Ferguson be elected as Director. **Motion carried.**

John Whitlam: moved by Al, seconded by Art that John Whitlam be elected as Director. **Motion carried.**

Nicole Slaunwhite: Nicole was not present, but informed Shirley via email that she was willing to return. It was noted that while Nicole is not always able to attend in person, she is available to staff easily for consultation and has an expertise that is not otherwise at the table. Moved by Art, seconded by John that Nicole be elected as Director. **Motion carried.**

Bradley Knight: moved by John, seconded by Lisa that Brad be elected as Director. **Motion carried.**

Peg Gilbert: moved by Coralee, seconded by Rob that Peg be elected as Director. **Motion carried.**

Bill Aasvanger: moved by Art, seconded by Lisa that Bill be elected as Director. **Motion carried.**

Election of Officers:

Al Goodyer was elected Chair, moved by John, seconded by Rob with a unanimous vote.

Rob Gilbert was elected Vice Chair, moved by Al, seconded by Peg with a unanimous vote.

Bradley Knight was elected Treasurer, moved by Peggy, seconded by Art with a unanimous vote.

Coralee Carter was elected Secretary, moved by Al, seconded by Lisa with a unanimous vote.

On behalf of the staff and management of the ROC, Executive Director Shirley Jollimore thanked the board members for their service and their willingness to reoffer for the Board of directors for a new term.

- 7. Meeting schedule:** At the last business meeting the 2018/19 board recommended to stay board meetings over the summer unless urgent business arose. The newly elected Board reaffirmed this decision. The next regular business meeting will take place the 4th Monday September, but a Finance Committee meeting with the Treasurer to review Q2 reports will happen prior to the board meeting. It was noted that both the Transit Committee and the Fundraising Committee will likely meet over the summer, pending grant approval and planning moving forward.
- 8. Adjournment:** Prior to adjournment, Lisa Ferguson thanked the staff on behalf of the Board for their work and commitment to community. Motion to adjourn from John Whitlam at 7:56 PM.

REPORTS

Chair Report

Good evening and welcome to the 2022 Resource Opportunities Centre Annual General Meeting. I want to thank you all for coming this evening, and I would like to extend a huge thank you to the Past Chairs and Directors of the Board who dedicated their time and experience, especially during COVID-19. I also want to take this time to thank the Staff of the ROC who worked through the pandemic and continue to work to create recreational programs at the PRCC for the community.

The last AGM was held in 2019, where six board members were added to the Board of Directors, bringing the Board to seven (7). Tonight, and more specifically since May 2022, the Board of Directors of the ROC stands at four (4) Directors, of which only one was elected on June 10, 2019. As elected board members resign between terms and AGM's, the bylaws allow members of the society to be voted onto the Board as a director by the Board to fill term vacancies. This bylaw was implemented over the last number of years during the pandemic, and while this was an efficient policy tool to use, it is now time for the members of the society to have the ability to vote on who they would like to represent their interests. This is one of the many reasons it is imperative to have an AGM this year.

You will note that this chair report is not traditional. We are a new board, with Marley, Derek and I joining around January 1, 2022. We were lucky to have retained Brad as Treasurer to aid us in financial discussions, decisions, and overall historical knowledge. It is important to note that the ROC heard the community's concerns in November 2021. As a result, the Board reviewed and actioned recommendations and recruited board members. From there, the Board has begun a new journey, built around Governance, Policy, Transparency, Professionalism, Relationship Building and above all, Communication.

Governance and Policy

The Board has begun to relook at the Governance Manual and is implementing best practices and building solid policy that reflects the organization's goals. This current Board recommends a strategic planning session in September built around collaboration and communication with the community and its stakeholders. This plan should outline the

organization's direction, vision, mission, and goals. This is a chance to ask the community what they want at the PRCC, where there have been failures and where there have been successes. The strategic plan will be incorporated into the Governance Manual and the Board's policy development.

Transparency

The Board is increasing transparency by posting meeting minutes and meeting dates on the website, having conversations with community members regarding concerns, and bringing forward concerns from the community.

Professionalism

The Board has adopted an unofficial competency-based approach by capitalizing on each board member's strengths and targeting duties to those strengths. This approach is being used to advance the ROC as a society.

The Board is embedded in governance and eliminating conflicts of interest. In addition, the Board has introduced standardized templates for things such as agendas and minutes.

Lastly, the Board of Directors is committed to communicating to the public, community and members respectfully and professionally, answering concerns in a timely fashion and helping to mediate community concerns.

Relationship Building and Communication

The Board has begun to rebuild relationships with our community, political representatives and HRM. Each of these groups and individuals are champions for the ROC as they all aid the ROC in its ability to provide recreational programs to the community.

There is still so much to do but there are great opportunities for individuals who are passionate about supporting the Prospect Road Community Centre and our community.

Kind Regards,

Sara Allain

Operations and Finance Manager Report

The last three years have been such an interesting adventure, with many twists and turns. From an operational standpoint we tried to see the pandemic and its incredible amount of challenges as an opportunity for forced innovation and evolution.

Challenges:

Pandemic related restrictions & NS Public Health regulations dictated our new way of life; operating multiple industry sectors within the PRCC facility was a difficult task with many guidelines opposing one another, some sector guidelines were not possible to meet, not to mention the various amounts of mandatory shut-downs and last minute notice on guideline changes.

I would like to send thanks to all of our staff for their efforts with vaccine checking, symptom screening etc. These hard working staff were conscripted into the NS Public Health Army with no notice and without prior consent, they were forced into some really hard and difficult conversations with their friends and neighbours. We are extremely grateful for their efforts in keeping us compliant with the ever changing and numerous guidelines and contributing to the safety of the Prospect Communities.

Pandemic related funding support:

Throughout the pandemic we kept attuned to the endless stream of press conferences, both federally and provincially, paying specific attention to funding related opportunities. Many of the support solutions were loans with flexible repayment, and it was our feeling at the time that a not for profit should not be borrowing funds as it placed liability on the Directors of the organization. We were however able to take advantage of the Small Business Impact Grant via the provincial government in both 2020 & 2021, as well as the federal Canadian Employee Wage Subsidy. This subsidy is largely responsible for keeping the doors open over the last two years and used a sliding scale in calculating our payroll reimbursement using comparative income from each period over the same period in 2019.

Hiring:

Hiring has been an ongoing challenge over the last few years; as a not for profit organization we see the value in paying a living wage, but are challenged to meet that due to the rising

cost of all expenses while keeping the costs of programming accessible and affordable to the Prospect Communities. The current job market is very intense, with many industries being vastly understaffed, this creates an environment where the majority of applicants are looking for \$18-\$20 per hour for entry level positions, which we are unable to compete with. Our applicant pool is also reduced by the lack of access to public transit, reducing our candidates to those that have access to a vehicle, or within walking/biking distance of the facility.

Infrastructure Issues:

In the summer of 2020 we experienced issues with our non potable water pump, reducing our washroom capacity. Thankfully the issue coincided with the NS Public Health guidelines, reducing our summer camp participants as well as use of the facility as a whole. The issue was remedied in December of 2020. We again experienced issues with the potable water system in January of 2022, which led to a closure of the facility for three weeks, on the instruction of Department of Environment, while repairs were complete, as we were without hand washing & drinking water.

We want to send special thanks to HRM for working closely with us to find a solution to this stressful situation especially amid the pandemic related shipping & procurement delays.

Technology:

Our lack of access to an online registration system, created challenges and would have been very helpful during the pandemic especially during times of reduced staffing. Over the last two years we have worked to identify an online registration platform, however, due to a large setup cost of and annual service fee, we are working to identify funding opportunities to reduce the financial burden. We hope to be in a position to purchase this platform in the near future, but it is very dependent on our budget.

Successes:

Farmers' market:

In 2020 due to the lack of ability to gather we moved our farmers' market online. This took us from a situation where we asked a vendors name, what they sold and took payment for a table, to a situation where we had to virtually "touch" each item, for each vendor, three time to add it to the website, communicating sales and inventory to vendors on a regular basis.

Needless to say this was a very energy intense initiative, however we are happy to report that

as of March 31st, 2022 we provided access to local goods to the Prospect Communities, as well as supported the vendors and local economy in sales of over \$98,000.

We hope to bring back the farmers' market in-person at some point, however a survey of the current vendors indicate that they are not yet comfortable returning in person, and that rising costs for gas, feed, wages etc. means that it is not cost effective for them to spend travel time, time working at the market or paying someone else to work at the market. For now we will remain online and will continue to periodically survey the vendors.

In 2021 we were also able to partner with Nourish NS and the Farmers' Markets of Nova Scotia Cooperative to support 30 families from the Halifax West Family of Schools. Each family is provided with a \$30 coupon to use on the farmers' market website, and every second Monday, Outreach Workers from the Schools Plus program pick up the orders and deliver them to the families. As of March 31st, 2022, \$6800 have been redeemed by these families and we will continue partnership through to December 31st, 2022 and hopefully, beyond.

Covid-19 testing initiatives:

Under the Chamber Of Commerce we were accepted into a Covid-19 testing program for our employees, giving staff access to test kits, helping keep both our employees and program participants as safe as possible. Due to a change in testing strategy, this program ended in December of 2021.

In early 2022 we were accepted into the Red Cross @ Work program, again allowing us to continue to offer test kits and kn95 masks to our staff. Additionally we were accepted into the Red Cross @ Home Program, giving the Prospect Communities access to test kits and masks. We continue this program today and you are welcome to pickup kits and masks at the table by the front desk.

Western Common Advisory Committee:

The Western Common Wilderness Area is a local wilderness trail system. The master plan for developing the area spans 60 years and the PRCC is likely to act as one of the main gateways to access the trail system. This is a project of HRM, and as such they have an advisory committee to provide recommendations to community council regarding its development. In 2021 the ROC successfully requested that the terms of reference for the committee be amended to include a seat at the table for the ROC as the operators of the

Prospect Road Community Centre to ensure that we could collaborate and provide feedback due to the facility being located on the shared property.

Strategic Planning Cohort:

In early 2022 we were also successfully accepted into a Strategic Planning Cohort through a Chamber of Commerce learning opportunity. This formal delivery of this program has ended and we will be using the learning to guide and inform the ROC's strategic planning later this year.

Technology:

In 2021 we were able to upgrade our communication systems to Google workspace at a reduced costs under a not for profit program through Google. This has allowed us to strengthen our internal systems.

Thanks & Closing:

In closing I would like to thank all of the ROC staff and volunteers; these past few years have been filled with stress and uncertainty and it has not been easy. We recognize the efforts you made and continue to make and we are so appreciative.

I would also like to thank the Prospect Communities for their patience in a time of endless and ever changing restrictions. Often we found out about restrictions at the same time as the public, and/or waited for clarification from the government department after announcements were made, which left us in a reactionary position, when we would have preferred to be in a proactive position. We know this was frustrating; it was for us as well. We appreciate you all and are thankful for your support.

We are very close to returning to prepandemic operations, and are working hard behind the scenes to prepare.

Sincerely,

Amy Hockin

Operations & Finance Manager

Programs and Events Manager Report

If I was asked to summarize the past 3 years in one or two sentences I would say that it's best described as one of the most intense roller coasters; with twists, turns, upside-down flips, high points and low points. As we entered 2020 we had lots of exciting plans on the horizon that were soon quickly changed; forcing us to be flexible, innovative and most importantly understanding that a lot of aspects of day-to-day life were suddenly out of our control.

Sports, recreation and social events/gatherings were often the first activities to become restricted as we moved through the various waves that the pandemic dealt us. Despite it all we managed to offer programs and services when restrictions allowed, adjusting our delivery of programs and ensuring we complied with all required guidelines and protocols.

In June of 2020 we received word that we would be able to return to operations for our Summer Day Camp Program as child care was deemed essential. This would mean a summer like no other with lots of restrictions in place, small group sizes and limited access to certain program materials. The challenge was met head-on by our amazing summer student team who made the summer of 2020 extra special for the children in our care.

As we moved into Fall an ongoing issue with our water system and continued public health restrictions limited our activities, however, we were able to offer gymnasium rentals, pickleball a few times per week and our Before & After School and Preschool Program in limited capacities. Unfortunately, the Fall of 2020 ended with more restrictions that closed the facility for almost a month over the holiday season.

The beginning of 2021 brought new hope for programming once restrictions began to ease again mid-January. Our child care programs resumed, the players were back on the pickleball court and we reintroduced our indoor walking group. January 2021 also marked the beginning of our Seniors Lunch to-Go program, where over the course of 11 weeks we served nearly 1400 meals to seniors in the Prospect Communities via weekly curbside pickup. We hosted a successful March Break Day Camp, Babysitting Course & Home Alone Course followed by the beginning of some of our regular recreational programming such as adult sports and fitness classes.

Just as momentum was gaining on our rollercoaster ride we experienced yet again an upside-down flip and were forced to close for another month-long period in April/May 2021. This ended our session of recreational programs early, cancelled all established rentals and closed our child care program.

Upon our return we began planning for our Summer 2021 programs & day camp programming. We introduced multiple new fitness programs, a Preschool-age summer camp program and had one of most successful Summer Day Camps seasons to date. Once again our summer student team rose to the occasion and provided exceptional care despite the restrictions in place and ensured that each day was a new adventure for the children.

Moving into the Fall of 2021 we were excited to return to more 'normal' levels of programming. The pickleball program, indoor walking group & senior washer toss all resumed as part of our day-time programming. The Before & After School and Preschool programs grew to near pre-pandemic levels as restrictions eased and we introduced 10 new fitness classes, 2 adult sport programs, and 5 children/youth sport programs. We continued to experience a challenge with hiring qualified instructors to bring more new programs to our roster. We hosted 3 holiday events that included a pickleball tournament, a drive-thru visit with Santa / food drive and prepared 104 free turkey dinner meals for seniors. Unfortunately, once again, our Fall season was cut short by increased public health guidelines.

As we entered 2022 we had hoped to ramp things back up immediately, however, we experienced an issue with our water system at the facility that forced us to close for a number of weeks. This put us behind schedule for resuming recreational programming, rentals & child care. Once the issue was resolved and public health restrictions eased we bounced back into programming on a gradual basis. We welcomed a new fitness instructor and added to our line up programs. We were able to reinstate our Seniors Lunch to-Go program and served over 900 meals in 9 weeks via curbside pickup.

Spring 2022 has brought the most hope that our rollercoaster ride might be coming to a slow end. As public health restrictions ended we saw an increase in activity at the facility, more rental opportunities, and increased program offerings. We added over 30 new programs for participants ages 2 & up and we partnered with organizations such as Sportball and the Prospect Road Basketball Association to bring partnership programs to our facility. We are continuing to onboard new instructors so we can bring more diverse programming in our future seasons. We launched the Prospect Communities Outdoor Bingo month-long event, which is made possible thanks to ParticipACTION and hopes to engage folks in exploring all of the great outdoor spaces our community has to offer.

There is still work to do to achieve our pre-pandemic level of activity and then surpass that with new opportunities. We are actively working to recruit for current employment opportunities, which has been met with some difficulty over the past 2 years. We have established an open-call for instructors, facilitators & experts who wish to bring their knowledge forward by way of establishing a workshop or program. We are looking ahead to another successful summer and are in the beginning stages of outlining an exciting Fall programming season.

All of the above opportunities would not have been possible without an amazing team of employees and volunteers. Our team has gone above & beyond to ensure that guidelines were followed when necessary and were innovative in finding ways to adjust delivery. They were patient, flexible and understanding as we navigated many challenges together.

Respectfully submitted,
Jessica McCarron

FINANCIAL REPORT

ROC Financials - FY2020

Note: COVID-19 Pandemic, closed March 15 (16 days), 96% of full year.

Revenue: \$706,111.83

- Led by kids programming (\$330K)
- Start of farmers market (\$4.7K)

Expenses: \$733,952.55

- Payroll was the biggest expense (staff plus instructors \$491K)
- Start of pandemic, CEWS (\$107)
- Pandemic-related refunds issued (15K)

Surplus/Shortfall: -\$27,840.72

ROC Financials - FY2021

Revenue: \$352,298.11

- Pandemic year, very little rent revenue (\$830)
- Managed to operate kids programs when restrictions allowed (\$126K)
- Adapted the farmers market to an online platform (\$52K)
- Applied for and received COVID-specific grants (\$9.5K, 2 NS gov [SBIG], 1 HRM for plexiglass)

Expenses:

- CEWS helped with payroll costs (\$154K)
- Write-off of pandemic-related refunds (\$15K)
- Farmer's market expenses increased as well (\$46K)

Surplus/Shortfall: \$32,902.92 (-\$121,208.81 without CEWS)

ROC Financials - FY2022

Revenue: \$474,623.86

- Started to get back to normal on the rental front (\$14K, \$325 related to refund due to restrictions)
- Programing started to come back to pre-pandemic levels (\$240K), kids programing still leading the way (\$211K)
- Farmer's market continued to be strong (\$50K)
- Increase in Catering/Kitchen Window services (\$20K) – related to grant
- Applied for and received COVID-specific grants (\$6.1K)

Expenses: \$441,722.99

- CEWS helped with payroll costs (\$92K)
- Farmers market expenses (\$42K)
- Increased Catering/Kitchen Window expenses (13K)

Surplus/Shortfall: \$32,900.87 (-\$59,502.05 without CEWS)

NOMINATIONS

The ROC Bylaws state that the Board should be between 5-15 Directors. The ROC Board of Directors has determined to take 9 board members this year to allow for additional board members to be added next year. Therefore, resulting in a staggering of terms.

Nominees:

Brad Knight (Re-appointment) - Brad has spent most of his life in the prospect area and stays connected through family and friends. He graduated St. Mary's University in January 2016, having majored in accounting. In February 2022, he received his CPA designation. He first joined the Board in December 2015 as a member and became treasurer later on when the prior treasurer left the Board. He has remained in that role ever since.

Derek Minney (Appointment) – Derek is a physician who grew up in Pictou County and moved to Halifax to study at Dalhousie University. He works as a pathologist and laboratory medical director for the Nova Scotia Health Authority. He lives in Hatchet Lake with his wife and children.

Derek joined the Board of the ROC in January of 2022 with a desire to support the work of the ROC in the community, and to help respond to and meet the needs of the community for the future. He hopes to utilize the management skills and experience he has gained in his training and career, to ensure that the ROC provides high-quality community services.

Marley MacDonald (Appointment) - Marley is a Master's graduate currently leading the NSLC's Corporate Social Responsibility team as Manager, Social Responsibility & Community Relations. In her role she leads CSR efforts to help deliver on the NSLC's legislated mandate including community investment, responsible consumption education and awareness, and our environmental sustainability strategy. Marley brings a broad range of both academic and employment experience through a balance of both applied and theoretical knowledge to her work. She has over a decade of experience with strategic communications, community relations, stakeholder engagement, research, policy analysis, and project management.

Born and raised in Winnipeg, Manitoba, Marley moved to Nova Scotia in 2009 to pursue a Master of Arts in Criminology from Saint Mary's University. She has two young children and has been a proud community member of the Prospect and Area Communities since 2014.

Lynn Kazamel-Boudreau (Appointment) - My name is Lynn Kazamel-Boudreau, I have lived in Prospect Bay since 1987. I do work as a school principal and have been a

principal in past years within our community, following that in two other school communities. We have three adult children who have been involved in our community for many years through sport, arts, theatre, music, and volunteer service. I have also served as a volunteer within the community and supported events in our community over the years in many ways, as my schedule permitted. Being inclusive to all members of our community, listening, and responding in positive ways to the needs is "key" to ensuring that the planning and opportunities created are ones that address the diverse needs that are within our geographic region, and result in the community feeling supported and being able to live in healthy, productive ways.

Alison Lawlor (Appointment) - Allison Lawlor lives in Prospect with her family. For close to 20 years, she has been actively involved in community organizations and community building. She is currently the chair of the Prospect Peninsula Residents' Association, secretary of the School Advisory Council at Brookside Junior High, CBC Radio community contact for the Prospect Road area, and a founding member of Route 333 Refugee Sponsorship Association.

She spends as much time as possible outdoors and one of favorite places in the world is the High Head Trail in Prospect.

Zac De Guerre (Appointment) - I am interested in joining the ROC Board. I lived in the community and would like to be part of making it even better. I've primarily worked in Finance and Accounting the past 15 years and have lived in the Brookside community for around 10 years.

Board of Directors: Sections 22-25 in the ROB Bylaws

- The number of directors shall be 5 - 15.
- Any member of the society, provided they are not immediate family of a current employee of the organization, is eligible to be elected as a director. Immediate family is defined as 'Immediate family' is defined as parent/parent-in-law, spouse, sibling, child, grandparent, aunt/uncle or anyone residing in the same household.
- Directors shall retire from office at the end of each annual general meeting in the year their term ends, and at which their successors are elected. Retiring directors shall be eligible for re-election, with no limit to successive terms. Directors shall be elected to three-year terms.
- If a director resigns his/her office or ceases to be a member in the Society, his/her office as director shall be vacated and the vacancy may be filled for the unexpired portion of the term by the board of directors from among the members of the Society, by a majority vote of the directors.